

# Equality, Diversity and Inclusion policy

November 2023

## **Policy Statement and Purpose**

One of our objectives is to work with and welcome new and diverse artists, participants and audiences.

We firmly believe that a happy and diverse workforce is integral to attracting a happy and diverse audience. We are committed to creating an environment in which our employees, visitors and partners are treated fairly and without discrimination. Furthermore, we aim to create a culture that respects and values the differences between individuals. We recognise the value that varied contributions from a diverse workforce brings to the organization and want to draw on the different perspectives and experiences of individuals which add value to the way we operate.

The purpose of this policy is to continue to meet and exceed our legal obligations under the Equality Act 2010 to create a non-discriminatory environment and promote equality of opportunity. We will not tolerate unlawful discrimination on any grounds including age, disability, gender reassignment, pregnancy and maternity, race, including ethnicity and national origin, religion or belief, gender and sexual orientation. This policy applies to all employees, volunteers, artists, participants and audiences at hARTslane.

## **Guiding principles**

We aim to weave equality, diversity and inclusion in everything we do guided by these principles:

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- Promoting positive and respectful relationships amongst colleagues and visitors, including respect for personal preferences and lifestyles choices
  - Taking positive steps to tackle unlawful and unfair discrimination, inequality and unfairness
  - Adopting practices that make the best use of individuals' differing skills and talents
  - Supporting a culture that values differences and recognises that treating people unequally can have negative impacts in their dignity, self-esteem and confidence
  - Focusing on improving outcomes that raise standards and improve lives

### **Our actions**

In order to fulfill our commitment as a diverse organization we:

- Manage our recruitment and selection process free from any discrimination and looking at ways to build a more diverse talent pool reflective of the UK population
- Collect equality and diversity data from our staff to identify areas for improvement
- Manage our work placements and volunteering opportunities ensuring equality of opportunity
- Work with partner organizations from the local community and further afield to engage a diverse audience and workforce
- Carry out outreach work, including young audiences, in order to raise awareness about the art sector as a career choice
- Base job requirements and art opportunities around competencies and skills rather than academic qualifications or sector exclusive experience
- Have flexible and agile working practices
- Ensure all employment practices are managed with fairness and equity Employment practices

### **Employment practices**

We are an equal opportunity employer and aim to attract candidates from all backgrounds whatever their age, disability, race, gender, sexuality or socio-economic context may be.

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We are committed to ensure that all job applicants and employees are treated equally and fairly.

Equal treatment applies to all aspects of employment including: recruitment, pay, hours, holidays, work allocation, sickness benefit, training, promotion, work environment.

hARTslane is committed to improving diversity and promoting inclusion in all respects and encourages all employees to play an active role in initiatives which are intended to bring about positive change in these areas.

Any issues should be addressed without delay through our internal procedures.

### **Role of Senior Managers**

We recognise that the success of the policy requires the commitment and support of the Directors, senior management team and colleagues alike.

It is the responsibility of all senior members of staff to ensure that there are appropriate procedures in place to embed equality, diversity and inclusion and respond swiftly and effectively to any form of discrimination.

### **Role of Employees and Artists using hARTslane**

We expect all colleagues to support this vision and continue to ensure that the principles of equality, diversity and inclusion in the workplace are upheld.

They will promote these principles in the work they do and in the decisions they make as part of their roles.

Everyone working at hARTslane will treat colleagues, visitors and partners with the same dignity and respect with which they would expect to be treated.